

Cherokee CSD Cherokee EA

7/1/2006 6/30/2007

1 This agreement is entered into this 22nd day of March, 2006, by and between the
2 Board of Directors of the Cherokee Community School District and the Cherokee
3 Education Association.

4
5 The Board of Directors of the Cherokee Community School District,
6 hereinafter referred to as the "Board", recognizes the Cherokee Education
7 Association, hereinafter referred to as the "Association", as the sole and
8 exclusive bargaining representative. The unit and its members, who are
9 hereinafter referred to as "employees" are described as:

10
11 INCLUDED: All full-time and regular part-time professional employees and
12 personnel including: classroom teachers, guidance counselors,
13 librarians, school nurse, learning disabilities, reading, remedial
14 reading-Title I, special education and vocational homemaking.

15
16 EXCLUDED: Superintendent, assistant superintendent, principal,
17 assistant principals and all others excluded by Section
18 4 of the Act.

21 Article One

23 Grievance Procedure

- 24
25 A. A grievance shall mean only a complaint that there has been an alleged
26 violation of any of the specific provisions of this agreement.
27
28 B. (1) Every employee covered by this agreement shall have the right to present
29 grievances in accordance with these procedures, and be accompanied at any
30 step by persons listed in the included paragraph above who are members of
31 the Cherokee Education Association.
32
33 (2) The failure of an employee (or, in the event of an appeal to arbitration,
34 the Association) to act on any grievance within the prescribed time limits will
35 act as a bar to any further appeal and an administrator's failure to give a
36 decision within the time limits shall permit the grievant to proceed to the
37 next step. The time limits, however, may be extended by mutual agreement.
38
39 D. It is agreed that any investigation or other handling or processing of any
40 grievance shall be conducted so as to result in no interference with or
41 interruption of the instructional program and related work activities of the
42 grieving employee or of the teaching staff. Any variation of this paragraph
43 shall be only upon mutual agreement of both parties.
44

E. Grievances may be signed by more than one member of the Association but time limits on filing a grievance that has multiple parties involved apply to each person filing the grievance as if that person was the only grieving party.

C. (1) First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal.

(2) Second Step

If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten school days from the date the event giving rise to the grievance should reasonably have been ascertained. The principal shall make a decision on the grievance and communicate it in writing to the employee and the superintendent within ten school days after receipt of the grievance.

(3) Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee or the Cherokee Education Association shall file, within five school days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten school days after such written grievance is filed, the aggrieved and the superintendent or his designee shall meet to resolve the grievance. The superintendent, or his designee in the event of the superintendent's absence, shall file an answer within ten school days of the third-step grievance meeting and communicate it in writing to the employee and the principal. In the event the second step filing was with the superintendent in his capacity as acting principal, the third step shall be waived and the fourth step of the grievance procedure shall become the third step.

(4) Fourth Step

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Board and the Association may secure any counsel that may be desired at this fourth step. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the superintendent within thirty days from receipt of the Step 3 answer to enter into such arbitration. The

arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven days, the P.E.R.B. will be requested to provide a panel of five arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The right of first strike shall be determined by lot. The remaining name shall be the arbitrator. The decision of the arbitrator shall be binding on the parties.

Expenses for the arbitrator's services shall be borne equally by the school district and the Association.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the school district and the Association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

135
136
137
138
139
140
141
142
143
144
145
146
147 **Article Two**
148

149 Leaves
150

151 A. Sick Leave
152

153 Sick leave will be granted to employees for personal illness or injury, including
154 foreseeable illness, surgeries or other hospitalizations, according to the following
155 schedule:
156

| | | | |
|----------------------------|---------|--------------------------|---------|
| 157 1st year of employment | 10 days | 2nd year of employment | 11 days |
| 158 3rd year of employment | 12 days | 4th year of employment | 13 days |
| 159 5th year of employment | 14 days | 6th and subsequent years | 15 days |

160

161 These days are in addition to any unused accumulation of sick leave days carried
162 forward from prior years. If there should be unused sick leave days in any one
163 year, they shall be accumulated from year to year to a maximum of one hundred
164 thirty (130) days.
165

166 Individual accumulations of sick leave shall be reported by September 25.
167

168 Following each absence from work the employee shall complete a report on a
169 form to be provided, stating the reason or reasons for the sick leave request.
170 Employer reserves the right to request the employee to submit medical evidence
171 that the sick leave was necessary, which evidence may be requested from a
172 doctor mutually selected by the employer and the employee, the cost of which
173 examination will be borne by the employer
174

175 In the event an employee determines that the employee will need to be absent
176 for medical reasons, the employee shall notify the superintendent of the expected
177 leave dates and keep the administration advised of the employee's condition and
178 advise the administration of the earliest date that the employee's doctor feels in
179 his/her reasonable medical opinion the employee could safely return to work.

180 The leave under this article shall terminate upon that date. If the
181 administration desires, they may request another physical, which would be
182 conducted by a doctor mutually agreed upon by the employer and employee, and
183 the cost of such physical will be paid by the employer.

184 185 B. Funeral Leave

186
187 Employees shall be granted a leave of absence, without loss of salary, not to
188 exceed five days per incident, for death in the immediate family. Any of the
189 following are considered as members of the immediate family: spouse, child,
190 son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother,
191 sister, brother-in-law, sister-in-law, grandchild, and grandparent. The
192 superintendent may grant at his discretion up to two days in the event of the
193 death of a friend or relative outside the employee's immediate family as defined
194 above. Absence due to funerals for other than the aforementioned relatives must
195 be approved by the Superintendent of Schools prior to taking such leave.
196 Funeral leave is non-accumulative per year or per incident.

197 198 C. Professional Leave

199
200 Absence, with or without pay, may be authorized by the superintendent to
201 permit certified employees to attend local, district state or national meetings or
202 conferences of a professional nature. Authorization for such absences can only
203 be obtained by written request to the superintendent prior to attendance at such
204 meetings. Approval for attendance at meetings or conferences shall be based on
205 their ability to provide meaningful contributions to the improvement of the
206 educational program, which decision shall be made at the discretion of the
207 superintendent. If this leave is to be without pay, notice of that fact shall be
208 given to the employee before the leave is taken.

209 210 211 212 D. Association Leave

213
214 Up to a total of six (6) days leave shall be available, without loss of salary, for
215 representatives of the Association to attend conferences, conventions, or other
216 activities of the local, state, and national affiliated organizations with the
217 provision that the Board shall pay for the cost of substitute employee acquired
218 for those days of temporary leave. This leave shall be reported to the
219 superintendent five (5) days in advance of the first leave day. Two additional
220 association leave days may be granted with the Association paying the cost of
221 the substitute. Two additional association leave days may be granted with the
222 Association paying the per diem of the employee. {Note, this is in addition to the
223 8 already listed}

E. Personal Leave

Each employee may have two (2) days of personal leave during each school year with pay which shall be subject to the following:

1. The employee must apply, on a form to be provided, five (5) days in advance of the day(s) requested for personal leave, except in the case of an emergency:
 - a. Days of personal leave must be taken in no less than one-half day segments.
 - b. Not more than three (3) employees from any one division of the school district (Elementary School, Middle School, High School) may take personal leave at any one particular time. The maximum number of employees that may use personal leave on any given day is nine (9). In the month of May not more than two (2) employees from any one division of the school district may use personal leave at any one time. The maximum number of employees that may use personal leave on any given day in May is six (6).
 - c. The determining factor in granting personal leave will be the order of receiving the leave request by the employee's building principal.
2. Employees may not use personal leave on any school district-wide parent-teacher conference days.

The following days are restricted days for personal leave. Personal leave on these restricted days may be used to accompany an employee's child to or from college, to attend an employee's child's graduation, or to attend an employee's child's performance in a state sanctioned co-curricular activity:

 - a. The first six (6) contract days;
 - b. The last six (6) contract days;
 - c. Any day just preceding or just following school vacation and/or recess days;
 - d. Any full-day, school district-wide in-service or workday.
3. Employee requests to leave their station of employ to tend to personal business during non-pupil contact time of the contract day

shall be made with their building principal or his/her designee.
(Employees may leave their station of employ during their non-pupil contact lunch time by notifying their building's office.)

4. The district will pay to each full-time employee \$70 per day for any unused personal leave days, or portions thereof, during the contract year. This amount will be payable with the June paycheck. Part-time employees shall receive an amount proportionate to their full-time equivalency. The costs of this payment shall be factored into the contract package cost, using the previous year's experience.

F. Emergency Leave

Each employee shall be provided four days without loss of pay for immediate family illness. Immediate family shall be defined as: spouse, children, parent(s), brothers, sisters, father-in-law, mother-in-law, daughter-in-law, and son-in-law. Each employee may be granted up to three days additional leave for family illness with the employee reimbursing the district for the cost of the substitute. The superintendent may grant, at the superintendent's discretion, emergency leave for family members outside of the immediate family, with the cost of the substitute deducted.

G. Jury and Legal Leave

Any employee called for jury duty during school hours or who is required by subpoena to appear in any judicial or administrative proceeding other than a proceeding under the Public Employees Relations Act or arbitration under this contract shall be granted leave. In order that no employee shall suffer financial loss because of such leave, the difference between the normal salary and the compensation received for attendance during said leave shall be paid by the district. Personal business that requires a court appearance would be covered under Section E. of Article Two.

H. Weather Emergency

In the event that an employee is absent from school because of a weather related emergency only the cost of the substitute will be deducted.

315
316
317
318
319
320
321 **Article Three**

322
323 Hours, Vacation, Holidays and In-Service
324

325 Employees shall be contracted for a school year on the basis of 190 days, 180 of
326 which shall be teaching days and the balance shall be teaching, in-service,
327 parent-teacher conference, preparation days and holidays as designated in the
328 school calendar. There will be 187 report to work days in the contract including
329 parent teacher conferences.
330

331 Any additional report to work days such as mandated by HF816 shall be paid on
332 a per diem bases. Should the legislature fail to fully fund said days the
333 Association and Board will meet to agree how said days will be paid.
334

335 The employees' work day shall be from 8:00 a.m. to 3:40 p.m., or thirty minutes
336 after dismissal time, whichever first occurs, except on Fridays and days prior to
337 holidays or vacations when work days shall be from 8:00 a.m. to five (5) minutes
338 after dismissal time as designated by the superintendent or his designee. If
339 Friday or the day prior to a holiday or vacation day is used for professional
340 development, the work day for professional staff may be extended to 3:30 p.m.
341 Travel time between buildings is not lunchtime. The administration will
342 maintain a reasonable lunch period.
343

344 In addition it shall be understood and agreed that the employees shall attend
345 meetings called by the administrators for the conduct of building affairs and for
346 curriculum work and for any other pertinent meetings as may be essential and
347 necessary for carrying out the purpose of the district. The number of such
348 meetings shall be of reasonable quantity in order to accomplish the purpose of
349 the meetings. The meetings may be called before or after school, at the
350 discretion of the administration, but shall not be prior to 7:30 a.m. nor extend
351 after 4:30 p.m.
352

353 **Article Four**
354

355 Transfer Procedures
356

357 A. Transfer shall be defined as a change in subject matter area of teaching
358 through either voluntary or involuntary means. A voluntary transfer is a

transfer requested by the employee. An involuntary transfer is a transfer not requested by the employee.

- B. Employees shall be notified of vacancies within a reasonable time after they occur. Vacancies created by the establishment of new bargaining unit position(s) shall be posted and filled using procedure outlined for transfer.
- C. Employees who desire a change in grade and/or subject matter area assignment or who desire to transfer to another building shall file a written statement of such desire with the superintendent. Such statement shall include the grade(s) and/or subject matter area(s) to which the employee desires to be assigned and the school or schools to which the employee desires to be transferred, in order of preference. Such written requests for transfer or reassignment for the ensuing school year shall be submitted within five school days after notification or April 1, whichever date occurs first.
- D. No position shall be filled by means of involuntary transfer or reassignment if it is determined by the administration that there is an acceptable and qualified volunteer available to fill said position.
- E. Notice of involuntary transfer or reassignment shall be given in writing to employees as soon as practical and in no case later than May 1, except in cases of emergency.
- F. An involuntary transfer shall be made only after a meeting between the superintendent, the employee and the Association representative (if requested by the employee), at which time the employee shall be given the reason therefor.
- G. In arriving at the transfer decision the administration shall consider job performance, licensure/qualifications and seniority as defined in the staff reduction article. Decisions on voluntary and involuntary transfers shall be delivered to the employee in writing explaining why the transfer has or has not occurred.
- H. Staff teaching assignments for the next school year shall be delivered to the staff by May 30, which assignments shall then only be subject to change in case of emergency or change in personnel or program.

402
403
404 **Article Five**

405
406 Evaluation Procedures
407

- 408 A. Employees new to the District shall be placed into the evaluation cycle as to
409 conform to current law regarding new employees' evaluation. The first
410 observation shall be with prior notice of one (1) day. Said observation shall
411 be done by the employee's principal or superintendent.
412
- 413 B. All employees shall be formally evaluated at least once every three years by
414 the employee's principal or by the superintendent. After the classroom
415 evaluation the employee and evaluator shall meet in a personal conference
416 to discuss the evaluation. This conference shall take place within five
417 working days at a time both the employee and evaluator are available
418 unless mutually agreed upon to extend the time period. Any formal written
419 evaluation shall be submitted to the employee for the employee's signature
420 prior to including the evaluation in the permanent records of the employee.
421 The employee's signature shall not indicate agreement with the evaluation,
422 but merely receipt of a copy thereof. In addition the employee shall have
423 the right to add a written response to the evaluation, which shall be kept in
424 the employee's permanent file. The employee shall be given a copy of both
425 the written evaluation and the written response within five working days
426 after each copy is signed by both parties. The process shall include an
427 Individual Career Development Plan. Performance Review and an
428 Intensive Assistance component as required by law.
429
- 430 C. Nothing contained herein shall limit the number nor method of evaluation
431 and it is understood that evaluations other than formal evaluations shall
432 take place just by the nature of observations during the course of the year.
433
- 434 D. A copy of the evaluation instrument will be contained in the Personnel
435 Handbook which is distributed at the beginning of the year to all certified
436 personnel.
437
- 438 E. The evaluation instrument will be contained in the master contract. If an
439 employee is dissatisfied with the results of a formative or summative
440 evaluation, the employee may, within ten days of receiving the results,
441 request a 2nd evaluation by the superintendent.
442
443
444
445

446 **Article Six**

447
448 Staff Reduction Procedures

- 449
450 A. When, in the judgment of the Board decline in enrollment, reduction of
451 program or any other reason requires a reduction in staff, the
452 administration shall attempt to accomplish same by attrition.
453
454 B. In the event that necessary staff reduction cannot be accomplished by
455 attrition, layoffs will made within the following divisions: classroom
456 teachers K-8 as one division; curricular areas on 5-12, e.g. social studies,
457 mathematics, science, foreign language, shall each be a separate division.
458 In the following areas the comparison shall be K-12 with a separate division
459 for music, art, physical education, counseling, health, computer, and
460 specially funded. For employees currently assigned to the division being
461 reduced, the administration shall review job performance,
462 licensure/qualifications, and seniority, as defined below:
463
464 (i) Job Performance: As determined by past and present evaluations and
465 observations.
466
467 (ii) Licensure/Qualifications: The following shall be considered: the need
468 to maintain all of the programs of the Cherokee Community School
469 District, including co-curricular, state approved endorsements and
470 approvals, and education preparation.
471
472 (iii) Seniority: Seniority means an employee's length of full-time service
473 with the Cherokee Community School District. A part-time employee
474 shall accrue seniority on a pro-rata basis.
475

476 If licensure/qualifications and job performance are equal, the reduction will
477 be determined by seniority. If all criteria are equal, the reduction will be
478 determined by lot.
479

480
481 **Article Seven**

482
483 Health and Safety Provisions

484
485 **Physical Fitness - New Employees**

486
487 All new employees are required to provide evidence of physical fitness to perform
488 duties assigned and freedom from communicable disease. Such evidence shall be
489 limited to a statement from a licensed physician of the employee's choice prior to
490 commencing work attesting to the employee's physical fitness. The cost of such

examination shall rest with the employer up to a maximum of Thirty-five Dollars (\$35.00) in excess of any amount covered by insurance. The Board may require a subsequent examination when, in its judgment, such an examination is relevant to an employee's performance or status. The examining physician shall be selected by the employee and the Board shall pay the cost of such examination up to a maximum of Thirty-five Dollars (\$35.00) in excess of any amount covered by insurance.

Article Eight

Wages and Salaries

A. Schedule

1. The salary of each employee covered by the regular salary schedule is set forth in Schedule A, which is attached hereto and made a part hereof.

B. Placement on the Salary Schedule

1. Step placement upon initial employment in the School District shall be at the discretion of the administration, but shall not be higher than the actual earned experience of the person hired.

C. Advancement on the Salary Schedule

1. Employees on the regular salary schedule shall be granted one vertical step on the salary schedule for each year of successful service until the maximum for their column is reached. A year of service consists of employment in the District for ninety (90) or more days in one school year.
2. Employees on the regular salary schedule shall be granted column advancement to the appropriate salary schedule position upon the successful completion of graduate work. Employees granted column advancement and who were at the end of a salary column the previous year shall be advanced one vertical step on the salary schedule if such step is available. In order to qualify for column advancement, semester hours of graduate credit must be achieved from a graduate degree-granting institution. For column advancement on the salary schedule, a transcript of credits must be presented to the superintendent not later than the 1st day of October of the school year in which the advance is to become effective.

536
537
538
539 D. Payment of Salaries
540

541 Payment shall be made in monthly installments on or before the 20th day
542 of each calendar month. If, during the school year, the 20th of the month
543 should fall on Saturday, Sunday, or a school vacation day, payment
544 shall be made on the last employee work day preceding the 20th.
545
546

547
548 **Article Nine**
549

550 Insurance
551

552 The District shall pay the full cost of the employees' premium for the District's
553 base medical insurance plan, which is a \$500/\$1000 deductible PPO plan. The
554 District will pay a proportionate cost of the medical insurance premium for part-
555 time employees equal to their full-time equivalency. Employees must be at least
556 half-time to qualify for insurance. Health insurance coverage is UCR (Usual,
557 Customary and Reasonable). The premium for \$15,000 term life insurance and
558 for long term disability insurance (60% of the total gross salary) for employees
559 shall be paid in full by the Board. The district will pay the life insurance
560 premium of spouses (\$3,000) and children (\$1,500).
561
562
563
564

565 **Article Ten**
566

567 Supplemental Pay
568

- 569 A. Employee participation in certain extra-curricular activities shall be
570 compensated according to the rate of pay in Schedule B, which is attached
571 hereto and made a part hereof. These duties shall require additional work
572 beyond the base time of 8:00 a.m. to 3:40 p.m. or thirty minutes after
573 dismissal time, whichever first occurs.
574
575 B. Employees chosen to be chairpersons of their respective curriculum
576 committees shall be remunerated \$450 annually from the District.
577
578 C. Teachers employed in the areas of special education who were so hired
579 before the 1996-97 school year shall be remunerated at the rate of \$825 in
580 addition to their Schedule A salary position. Beginning with the 1996-97

581 school year, teachers hired in the areas of special education shall be
582 remunerated at their Schedule A salary position.

- 583
584 D. Teachers serving daily multiple building assignments shall be remunerated
585 for such assignments at a rate of one hundred forty dollars (\$140)
586 multiplied by the number of days they travel each regular work week. If
587 the teacher's multiple building assignment requires traveling more than
588 once a day, then the rate shall be one hundred seventy dollars (\$170)
589 multiplied by the number of days traveled in a regular work week.

- 590
591 E. Each employee can be assigned a maximum of five activity duties.
592 Employees shall be compensated at a rate of ten dollars (\$10) per hour to a
593 maximum of thirty-five dollars (\$35) per event for all such duties, except
594 that the first six (6) hours (or two events, whichever is less) worked each
595 year will be unpaid.

596
597 The District will pay these activity duty assignments in the December and
598 June payrolls. Payment requests not filed with the Board Secretary by
599 December 10 will be paid in the June payroll, provided payment requests
600 are filed with the Board Secretary by the end of the last regular contracted
601 teacher workday of that school year. No requests for payment for activities
602 worked will be honored after that day.

603
604 Every effort will be made by the employer to ensure uniformity and
605 reasonableness in these activity duty assignments. Employees who are
606 unable to fulfill their assigned duties shall find their own replacement and
607 notify the Activities Director of the change; or the employee shall contact
608 the Activities Director to work out a solution.

609
610 The employer will provide two activity passes to each employee as an
611 incentive to attend and support student activities.

- 612
613 F. It is understood and agreed that in addition to teaching duties and
614 supplemental pay duties, the employees shall perform some additional
615 duties that shall not involve additional compensation.

- 616
617 G. Teachers completing National Certification shall be paid \$300 per year.

618
619
620
621
622 **Article Eleven**

623
624 Dues Deduction

626 A. Authorization

627
628 Any employee who is a member of the Association, or who has applied for
629 membership, may sign and deliver to the Board an assignment authorizing
630 payroll deduction of professional dues.

631
632 B. Regular Deduction

633
634 Pursuant to a deduction authorization, the Board shall deduct one-tenth of
635 total dues from the regular salary check of the employee each month for ten
636 months, beginning in September and ending in June of each year.

637
638 C. Duration

639
640 Said authorization shall continue throughout the year so long as the
641 employee is employed by the district in the same capacity unless the Board
642 receives notice of revocation of the authorization, which shall be by thirty
643 day notice.

644
645 D. It is the responsibility of the Association to inform members of the dues
646 deduction system and to provide the necessary authorization cards.

647
648 E. It is further agreed that the word "dues" as used above does not involve
649 initiation fees, special assessments, back dues, or fines.

650
651 F. The Association agrees to indemnify and hold harmless the school district
652 from any claims or causes of action that are based upon unfair
653 representation or improper application or use of dues money by the
654 Association.

655
656
657
658
659
660 **Article Twelve**

661
662 A. The distribution of SF 476 will be separate from and in addition to the
663 bargained salaries, Phase I and Phase II for 2005-06.

664 1. Minimum salaries for the first-year beginning teachers, second year
665 beginning teachers and Career I teachers will be according to the salary
666 provisions of the law.

667 2. After minimum salaries are established for all beginning and Career I
668 teachers, all certified staff shall share equally in the distribution of remaining
669 funds, or as otherwise agreed.

671 B. New Professional Mentoring Program

672 Definitions:

673 New Professional Mentoring Program: Cherokee Community School District's
674 Program of support and assistance for New Professionals.

675
676 New Professionals: Any licensed employee in the employee's first or second year
677 of teaching. All New Professionals must participate in the New Professional
678 Mentoring Program.

679
680 Instructional Mentor: A Teacher, who has been assigned to provide assistance to
681 a New Professional in the district's New Professional Mentoring Program.

682
683 1. Wages:

684 a. Instructional Mentor

685 Each Instructional Mentor shall be compensated by at least the
686 amount established by law.

687
688 An Instructional Mentor shall mentor no more than one New
689 Professional each semester.

690
691 b. New Professionals

692 Training and required mentoring meetings outside of the regular
693 workday and/or contract day shall be paid at \$50 per day.

694
695
696 2. Evaluation

697 a. An appropriate degree of professional confidentiality shall be
698 maintained in regard to assistance and interaction between the
699 Instructional Mentor and the New Professional. If the Instructional
700 Mentor violates the confidentiality agreement, that mentor
701 may be removed from the program.

702
703 b. Mentoring assistance and induction plan activities shall be used in
704 evaluating a New Professional.

705
706 c. An Instructional Mentor shall not be required to participate in any
707 informal or formal evaluation of a New Professional, nor be requested or directed
708 to make recommendations supporting or denying continued district employment
709 or recommendations for continuation or renewal for licensure of a New
710 Professional.

711
712 3. Professional Leave

713 Each Instructional Mentor and each New Professional shall be provided
714 paid professional leave for the purpose of completing mentoring
715 activities.

716
717 4. Process for dissolving mentorship partnerships

718 If an Instructional Mentor/New Professional team experiences difficulty or
719 the professional relationship is not compatible, either the Mentor or
720 New Professional may request that a new Mentor be assigned.
721 The administration shall then make a good faith effort to assign a
722 new Mentor as soon as possible.
723
724
725
726
727
728
729
730
731
732
733
734

735 Article Thirteen
736

737 Duration
738

739 The master contract agreement between the Cherokee Community School
740 District and the Cherokee Education Association becomes effective on July 1,
741 2004, for a one-year period.
742

743 In witness thereof:
744

745 For the Cherokee Education
746 Association
747 District
748

For the Board of Education of
the Cherokee Community School

749 _____
750 President

President

751 Date: _____
752

Date: _____
753

754 Secretary

Chief Negotiator

755 Date: _____
756

Date: _____
757

758 Chief Negotiator

759 Date: _____

760